

matching 210 by matching a potential employee with one or more employers and generates a list of potential jobs with corresponding matching percentages. As shown, information is obtained using the assessment forms 204 ~~with and information obtained using~~ the position availability forms 208.

9. Please replace the four paragraphs beginning at page 16, line 10, which starts with "At step 1308, the employee..." with the following amended paragraphs.

At step ~~1308~~ 1310, the employee recruitment, job matching and job placement system provides a recommendation to overcome each deficiency identified in step ~~1306~~ 1308. For example, as illustrated in Figure 13C, if a potential employee is deficient in that he or she does not have a car for transportation to and from the office, the recommendation would be to have potential employee participate in a car pool program. A mapping program embedded in the system can assist in determining options for providing public transportation or other ride alternative solutions. For example, the mapping program can include bus stop information thereby assisting in determining if public transpiration is an option in assisting the potential employee.

At step ~~1310~~ 1312, the employee recruitment, job matching and job placement system generates the job analysis listing (as illustrated in Figure 13C) listing each deficiency, job requirement, and a recommendation to resolve the deficiency.

Referring to Figure 15, a block diagram for an exemplary process for assisting the potential employee in finding employment in accordance with an embodiment of the present invention is illustrated. At step 1400, the potential employee is matched with one or more job opportunities and corresponding matching percentages are generated. At step 1402, the case

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worker and potential employee review the potential jobs and designate potential jobs in which job placement plans (212 in Figure 3) are needed.

At step 1404, the employee recruitment, job matching and job placement system generates a job placement plan for each designated potential job. Using the information from the job analysis, the employee recruitment, job matching and job placement system generates a job placement plan listing the requirements that the potential employee needs to do in order to perform the duties of a given job. The job placement plan can include, but is not limited physical rehabilitation needs, accommodations, and health education ~~for~~ (214 in Figure 3) which the applicant needs, as well as skill training and the estimated duration for the training (216 in Figure 3). Thus, the potential employee not only has a potential job, but also a plan to achieve the knowledge, skills, and ability to perform a job which can be considered an "upgraded" job. As a result, the potential employee has a vested interest in upgrading his or her position, as well as loyalty to the employer for providing the opportunity.

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